

## Modern Slavery Act 2015

### Bose Group Transparency in Supply Chain Statement - Fiscal Year 2018

This statement is made by the Bose Group ("**Bose**") in accordance with its obligations under s. 54 Modern Slavery Act 2015. It sets out the steps taken by Bose, including steps taken by Bose Limited, Bose Products B.V., and Bose Corporation, during the financial year ended 31 March 2018 to prevent modern slavery and human trafficking in its business and supply chain.

Bose is dedicated to delivering products through a business and supply chain that respects human rights and the dignity of labor and to making a strong positive contribution to the societies and people served by the company and its employees.

#### **Bose's organization structure, its business and its supply chains**

Bose develops products for the home, in the car, on the go, and public spaces. As indicated in our previous statement, Bose has its headquarters in the US, and a presence in other markets around the world, including in the UK through its subsidiary, Bose Limited.

#### **Bose Group's policies in relation to slavery and human trafficking**

Bose continued to maintain its Code of Business Ethics which requires, among other things, that employees know, understand and abide by the laws of the countries in which Bose operates, including those relating to human trafficking and slavery.

If an employee believes that the Code of Business Ethics may have been violated, he or she must report that violation to Bose management or through an anonymous hotline. Bose will investigate any reports of human trafficking and slavery in its business or supply chain, and take appropriate action to remedy any issues it identifies as a result.

Any employee that is suspected of breaching the Code of Business Ethics or associated policies will be subject to a disciplinary procedure, and may have their employment terminated.

In addition, Bose became a member of the Responsible Business Alliance on July 25<sup>th</sup> 2017. The Alliance "*establishes standards to ensure that working conditions in the electronics industry or industries in which electronics is a key component and its supply chains are safe, [and] that workers are treated with respect and dignity*". In accordance with its membership, Bose abides by the principles outlined in the [Responsible Business Alliances Code of Conduct](#), which requires, among other things, that:

*"Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons shall not be used."*

#### **Bose's modern slavery risk, and the steps it has taken address that risk**

Bose continued to update its policies and guidelines to ensure we do not do business with direct suppliers that treat workers improperly or unlawfully including, without limitation, those that engage in human trafficking, child labor, slavery, or other unlawful employment practices.

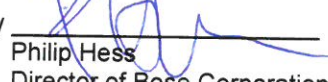
**Contract Terms.** Bose's global standard master purchase agreement, which is used for the purchase of direct products, parts, components and accessories, includes clauses which require our suppliers to

- Not (i) use forced labor, regardless of its form; (ii) employ any person below the age of 16, except as part of a government-approved job training, apprenticeship or other program that would be clearly beneficial to its participants; or (iii) engage in physically abusive disciplinary practices with respect to its employees; and
- Represent and warrant that the manufacture, delivery or sale to Bose of any products and provision of any services complies with all applicable laws, ordinances, codes, rules, regulations, and orders in performance of the purchase agreement.

**California Transparency in Supply Chains Act Disclosure**

Bose Corporation is also required to make a statement concerning modern slavery in its business, under the California Transparency in Supply Chains Act Disclosure. The statement can be found at clause 15 of Bose Corporation Terms of Sale available on Bose.com.

This statement was approved by the Board of Directors of Bose Corporation on March 12, 2019, and is endorsed by the Board of Directors of Bose Products B.V. and Bose Limited.

Signed by  \_\_\_\_\_  
Philip Hess  
Director of Bose Corporation